

BE IT ORDAINED by the City Council of the City of Huntsville, Alabama, as follows:

1. That Section 18-505 of Ordinance No. 89-89, as adopted and approved on the 21st day of March, 1989, be and the same is hereby amended to read as follows:

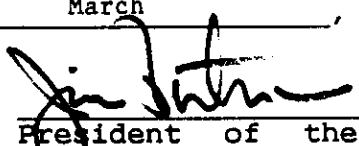
**Section. 18-505. Regulation of Smoking in the Workplace.**

Each employer in the City of Huntsville shall implement and maintain a written smoking policy for its employees within sixty (60) days after this Ordinance becomes law. The policy shall contain, at a minimum, the following provisions and requirements:


- (a) The employer shall accommodate, insofar as possible, the preferences of non-smoking and smoking employees; but, in situations where smokers and non-smokers must work in close proximity and non-smokers will be exposed to smoke, the preferences of the non-smoker will prevail. An employer is not required by this provision to incur any expense for making structural or other physical modifications to accommodate the preferences of non-smoking or smoking employees.
- (b) The smoking policy shall be announced within three weeks of adoption to all employees working in the place of employment and posted conspicuously in all workplaces under the employer's control.
- (c) No employer shall discharge or otherwise discriminate against any employee by reason of his/her insistence upon his/her rights to a reasonable accommodation as provided in this section.

2. That in all other respects Ordinance No. 89-89 as adopted and approved on the 21st day of March, 1989, shall be and remain in full force and effect.

ADOPTED this the 14th day of March, 1991.

  
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President of the City  
Council of Huntsville,  
Alabama

APPROVED this the 14th day of March, 1991.

  
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Mayor of the City of  
Huntsville, Alabama